

083204 ORDINANCE NO. 49-247
Non-exempt Salary

AN ORDINANCE PROVIDING FOR A UNIFORM SCHEDULE OF STANDARD PAY RANGES FOR NON-EXEMPT EMPLOYEES OF THE CITY OF WICHITA, REPEALING ORDINANCE NO. 49-167.

BE IT ORDAINED BY THE GOVERNING BODY OF THE CITY OF WICHITA:

SECTION 1. A schedule of standard pay ranges established for classifications in *Wichita Transit* represented by Teamsters Union Local #795, and in which employees are treated as non-exempt from the overtime provisions of the FLSA.

**SCHEDULE OF STANDARD PAY RANGES IN HOURLY AMOUNTS
December 24, 2011 - December 21, 2012**

Range	A	B	C	D	E	F	G
312	\$10.5197	\$10.7826	\$11.0521	\$11.3284	\$11.6116	\$11.9019	\$12.1994
314	\$11.9481	\$12.2468	\$12.5093	\$12.8669	\$13.1885	\$13.5182	\$13.8563
315	\$11.9481	\$12.2468	\$12.5093	\$12.8669	\$13.1885	\$13.5182	\$13.8563
316	\$12.4821	\$12.7942	\$13.1140	\$13.4419	\$13.7778	\$14.1222	\$14.4755
317	\$13.3754	\$13.7098	\$14.0524	\$14.4038	\$14.7638	\$15.1330	\$15.5113
320	\$15.3396	\$15.7231	\$16.1162	\$16.5190	\$16.9322	\$17.3554	\$17.7892

Range	H	I	J	K	L	M	N	O
312	\$12.5044	\$12.8170	\$13.1374	\$13.4659	\$13.8024	\$14.1477	\$14.5013	\$14.8638
314	\$14.2025	\$14.5578	\$14.9215	\$15.2946	\$15.6769	\$16.0690	\$16.4707	\$16.8826
315	\$14.2025	\$14.5578	\$14.9215	\$15.2946	\$15.6769	\$16.0690	\$16.4707	\$16.8826
316	\$14.8373	\$15.2082	\$15.5885	\$15.9782	\$16.3777	\$16.7870	\$17.2068	\$17.6369
317	\$15.8993	\$16.2966	\$16.7040	\$17.1216	\$17.5496	\$17.9883	\$18.4381	\$18.8991
320	\$18.2339	\$18.6897	\$19.1571	\$19.6359	\$20.1267	\$20.6301	\$21.1459	\$21.6744

December 22, 2012 - December 20, 2013

Range	A	B	C	D	E	F	G
312	10.7827	11.0522	11.3284	11.6116	11.9019	12.1994	12.5044
314	12.2468	12.5530	12.8220	13.1886	13.5182	13.8562	14.2027
315	12.2468	12.5530	12.8220	13.1886	13.5182	13.8562	14.2027
316	12.7942	13.1140	13.4418	13.7779	14.1223	14.4753	14.8373
317	13.7098	14.0525	14.4038	14.7639	15.1329	15.5113	15.8991
320	15.7231	16.1162	16.5191	16.9320	17.3555	17.7893	18.2339

Range	H	I	J	K	L	M	N	O
312	12.8170	13.1374	13.4659	13.8026	14.1475	14.5014	14.8638	15.2354
314	14.5576	14.9217	15.2946	15.6770	16.0688	16.4708	16.8825	17.3046
315	14.5576	14.9217	15.2946	15.6770	16.0688	16.4708	16.8825	17.3046
316	15.2082	15.5884	15.9782	16.3777	16.7871	17.2067	17.6369	18.0778
317	16.2968	16.7040	17.1216	17.5496	17.9884	18.4380	18.8991	19.3715
320	18.6898	19.1570	19.6361	20.1268	20.6299	21.1458	21.6745	22.2163

SECTION 2. A schedule of standard pay ranges established for classifications for *temporary, seasonal and/or intermittent* positions that are City employees and treated as non-exempt from the overtime provisions of the FLSA.

SCHEDULE OF STANDARD PAY RANGES IN HOURLY AMOUNTS
December 24, 2011 - December 20, 2013

Range	A	B	C	D	E	F	G
406	7.9936	8.1934	8.3983	8.6082	8.8234	9.0440	9.2701
407	8.2977	8.5051	8.7178	8.9357	9.1591	9.3881	9.6228
408	8.6204	8.8359	9.0568	9.2833	9.5153	9.7532	9.9971
409	8.9723	9.1966	9.4265	9.6622	9.9037	10.1513	10.4051
410	9.3406	9.5741	9.8134	10.0588	10.3102	10.5680	10.8322
411	9.7134	9.9562	10.2051	10.4603	10.7218	10.9898	11.2646
412	10.1304	10.3837	10.6432	10.9093	11.1821	11.4616	11.7482
414	11.0115	11.2868	11.5690	11.8582	12.1547	12.4585	12.7700
415	11.5022	11.7898	12.0845	12.3866	12.6963	13.0137	13.3391
416	12.0150	12.3154	12.6233	12.9389	13.2623	13.5939	13.9337
417	12.5606	12.8746	13.1965	13.5264	13.8646	14.2112	14.5665

Range	H	I	J	K	L	M	N	O
406	9.5019	9.7394	9.9829	10.2325	10.4883	10.7505	11.0192	11.2947
407	9.8634	10.1099	10.3627	10.6218	10.8873	11.1595	11.4385	11.7244
408	10.2470	10.5032	10.7657	11.0349	11.3108	11.5935	11.8834	12.1804
409	10.6653	10.9319	11.2052	11.4853	11.7724	12.0668	12.3684	12.6776
410	11.1030	11.3806	11.6651	11.9567	12.2556	12.5620	12.8761	13.1980
411	11.5462	11.8348	12.1307	12.4340	12.7448	13.0634	13.3900	13.7248
412	12.0419	12.3429	12.6515	12.9678	13.2920	13.6243	13.9649	14.3140
414	13.0893	13.4165	13.7519	14.0957	14.4481	14.8093	15.1795	15.5590
415	13.6725	14.0144	14.3647	14.7238	15.0919	15.4692	15.8560	16.2524
416	14.2821	14.6391	15.0051	15.3802	15.7647	16.1589	16.5628	16.9769
417	14.9306	15.3039	15.6865	16.0786	16.4806	16.8926	17.3149	17.7478

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SECTION 3. A schedule of standard pay ranges established for positions in which employees are treated as non-exempt from the overtime provisions of the FLSA.

SCHEDULE OF STANDARD PAY RANGES IN HOURLY AMOUNTS

December 24, 2011 - December 21, 2012

Range	A	B	C	D	E	F	G
602	7.5081	7.6959	7.8883	8.0855	8.2876	8.4948	8.7072
606	8.1934	8.3982	8.6083	8.8234	9.0440	9.2701	9.5019
607	8.5051	8.7177	8.9357	9.1591	9.3881	9.6228	9.8634
608	8.8359	9.0568	9.2832	9.5154	9.7532	9.9970	10.2470
609	9.1966	9.4265	9.6622	9.9038	10.1513	10.4051	10.6652
610	9.5741	9.8135	10.0587	10.3103	10.5680	10.8322	11.1030
611	9.9562	10.2051	10.4602	10.7218	10.9898	11.2645	11.5462
612	10.3837	10.6433	10.9093	11.1820	11.4617	11.7481	12.0419
613	10.8170	11.0874	11.3646	11.6487	11.9399	12.2384	12.5444
614	11.2868	11.5690	11.8582	12.1547	12.4586	12.7700	13.0893
615	11.7898	12.0845	12.3866	12.6963	13.0137	13.3390	13.6726
616	12.3154	12.6233	12.9389	13.2624	13.5939	13.9337	14.2820
617	12.8746	13.1965	13.5264	13.8646	14.2112	14.5665	14.9307
618	13.4686	13.8053	14.1504	14.5042	14.8668	15.2385	15.6194
619	14.0984	14.4508	14.8121	15.1824	15.5620	15.9509	16.3498
620	14.7498	15.1185	15.4965	15.8839	16.2810	16.6880	17.1052
621	15.4660	15.8528	16.2490	16.6552	17.0717	17.4984	17.9359
622	16.2139	16.6192	17.0347	17.4606	17.8971	18.3445	18.8031
623	17.0001	17.4251	17.8607	18.3072	18.7649	19.2340	19.7150
624	17.8466	18.2928	18.7501	19.2189	19.6993	20.1918	20.6966
625	18.7355	19.2038	19.6839	20.1760	20.6804	21.1974	21.7273
626	19.6787	20.1707	20.6750	21.1918	21.7216	22.2646	22.8213
627	20.6787	21.1956	21.7255	22.2686	22.8253	23.3959	23.9809

Range	H	I	J	K	L	M	N	O
602	8.9249	9.1479	9.3767	9.6111	9.8514	10.0976	10.3500	10.6089
606	9.7394	9.9829	10.2325	10.4883	10.7505	11.0193	11.2947	11.5771
607	10.1100	10.3626	10.6218	10.8873	11.1595	11.4385	11.7245	12.0175
608	10.5032	10.7658	11.0348	11.3108	11.5936	11.8833	12.1805	12.4849
609	10.9319	11.2052	11.4853	11.7724	12.0667	12.3685	12.6776	12.9945
610	11.3806	11.6651	11.9567	12.2556	12.5620	12.8761	13.1980	13.5280
611	11.8349	12.1307	12.4340	12.7449	13.0634	13.3900	13.7248	14.0679
612	12.3429	12.6515	12.9678	13.2920	13.6243	13.9649	14.3140	14.6719
613	12.8580	13.1795	13.5089	13.8466	14.1929	14.5476	14.9113	15.2841
614	13.4165	13.7519	14.0957	14.4481	14.8093	15.1795	15.5590	15.9480
615	14.0143	14.3648	14.7238	15.0919	15.4692	15.8559	16.2524	16.6587
616	14.6392	15.0051	15.3802	15.7647	16.1588	16.5629	16.9769	17.4013
617	15.3039	15.6865	16.0787	16.4806	16.8926	17.3149	17.7478	18.1915
618	16.0099	16.4101	16.8204	17.2409	17.6719	18.1137	18.5665	19.0308
619	16.7584	17.1775	17.6068	18.0471	18.4983	18.9607	19.4347	19.9206
620	17.5328	17.9712	18.4205	18.8810	19.3530	19.8368	20.3327	20.8411
621	18.3843	18.8439	19.3150	19.7979	20.2928	20.8001	21.3201	21.8531
622	19.2732	19.7550	20.2489	20.7551	21.2740	21.8059	22.3510	22.9098
623	20.2078	20.7130	21.2308	21.7616	22.3056	22.8632	23.4348	24.0207
624	21.2140	21.7444	22.2880	22.8452	23.4163	24.0017	24.6017	25.2167
625	22.2706	22.8274	23.3980	23.9830	24.5825	25.1971	25.8270	26.4727
626	23.3918	23.9766	24.5760	25.1904	25.8202	26.4657	27.1273	27.8055
627	24.5804	25.1949	25.8248	26.4704	27.1322	27.8105	28.5058	29.2183

SCHEDULE OF STANDARD PAY RANGES IN HOURLY AMOUNTS
December 22, 2012 - December 20, 2013

Range	A	B	C	D	E	F	G
602	7.6958	7.8883	8.0855	8.2876	8.4948	8.7072	8.9248
606	8.3983	8.6082	8.8235	9.0440	9.2701	9.5019	9.7394
607	8.7178	8.9357	9.1591	9.3881	9.6228	9.8634	10.1100
608	9.0568	9.2832	9.5153	9.7533	9.9970	10.2470	10.5032
609	9.4265	9.6622	9.9037	10.1513	10.4051	10.6652	10.9319
610	9.8135	10.0588	10.3102	10.5680	10.8322	11.1030	11.3806
611	10.2051	10.4602	10.7217	10.9899	11.2646	11.5462	11.8349
612	10.6433	10.9094	11.1820	11.4616	11.7482	12.0418	12.3430
613	11.0875	11.3646	11.6487	11.9399	12.2384	12.5444	12.8580
614	11.5690	11.8582	12.1547	12.4585	12.7700	13.0892	13.4165
615	12.0845	12.3867	12.6963	13.0137	13.3391	13.6725	14.0144
616	12.6233	12.9389	13.2624	13.5939	13.9337	14.2821	14.6391
617	13.1965	13.5264	13.8646	14.2112	14.5665	14.9306	15.3039
618	13.8053	14.1504	14.5042	14.8668	15.2385	15.6194	16.0098
619	14.4508	14.8120	15.1824	15.5620	15.9510	16.3497	16.7585
620	15.1185	15.4965	15.8839	16.2810	16.6880	17.1052	17.5328
621	15.8527	16.2491	16.6552	17.0716	17.4985	17.9358	18.3843
622	16.6192	17.0347	17.4605	17.8971	18.3445	18.8031	19.2732
623	17.4251	17.8607	18.3072	18.7649	19.2340	19.7149	20.2078
624	18.2927	18.7501	19.2189	19.6993	20.1918	20.6966	21.2140
625	19.2038	19.6839	20.1760	20.6804	21.1974	21.7273	22.2705
626	20.1706	20.6749	21.1918	21.7216	22.2646	22.8213	23.3919
627	21.1956	21.7255	22.2686	22.8254	23.3959	23.9808	24.5804

Range	H	I	J	K	L	M	N	O
602	9.1480	9.3766	9.6111	9.8514	10.0977	10.3500	10.6088	10.8741
606	9.9829	10.2325	10.4883	10.7505	11.0193	11.2947	11.5770	11.8665
607	10.3627	10.6217	10.8873	11.1595	11.4385	11.7244	12.0176	12.3179
608	10.7658	11.0349	11.3107	11.5935	11.8834	12.1804	12.4850	12.7970
609	11.2052	11.4853	11.7725	12.0667	12.3684	12.6777	12.9946	13.3194
610	11.6651	11.9567	12.2556	12.5620	12.8760	13.1980	13.5280	13.8661
611	12.1307	12.4339	12.7448	13.0635	13.3900	13.7247	14.0679	14.4196
612	12.6515	12.9678	13.2920	13.6243	13.9649	14.3140	14.6719	15.0386
613	13.1795	13.5089	13.8466	14.1928	14.5477	14.9113	15.2841	15.6662
614	13.7519	14.0957	14.4481	14.8093	15.1795	15.5590	15.9480	16.3467
615	14.3647	14.7239	15.0919	15.4692	15.8559	16.2523	16.6587	17.0752
616	15.0051	15.3802	15.7647	16.1588	16.5628	16.9769	17.4013	17.8364
617	15.6865	16.0787	16.4806	16.8926	17.3149	17.7478	18.1915	18.6463
618	16.4101	16.8204	17.2409	17.6719	18.1137	18.5665	19.0307	19.5065
619	17.1774	17.6069	18.0470	18.4982	18.9607	19.4347	19.9206	20.4186
620	17.9712	18.4205	18.8810	19.3530	19.8369	20.3327	20.8410	21.3621
621	18.8439	19.3150	19.7979	20.2928	20.8002	21.3201	21.8531	22.3994
622	19.7550	20.2489	20.7551	21.2740	21.8058	22.3510	22.9098	23.4825
623	20.7130	21.2308	21.7616	22.3056	22.8633	23.4348	24.0206	24.6212
624	21.7444	22.2880	22.8452	23.4163	24.0017	24.6018	25.2168	25.8472
625	22.8273	23.3980	23.9829	24.5825	25.1970	25.8270	26.4727	27.1345
626	23.9766	24.5760	25.1904	25.8202	26.4657	27.1273	27.8055	28.5006
627	25.1949	25.8248	26.4704	27.1322	27.8105	28.5058	29.2184	29.9488

SECTION 4. A schedule of standard pay ranges established for **Airport Safety** positions in which employees are treated as non-exempt from the overtime provisions of the FLSA.

SCHEDULE OF STANDARD PAY RANGES IN HOURLY AMOUNTS
Effective December 24, 2011 – December 21, 2012

Range	A	B	C	D	E	F	G
691*							
24 Hour Shift	12.3531	12.6618	12.9784	13.3029	13.6355	13.9764	14.3257
40 Hour Week	17.2943	17.7267	18.1697	18.6240	19.0896	19.5669	20.0561
692*							
24 Hour Shift	13.5883	13.9281	14.2763	14.6333	14.9990	15.3740	15.7583
40 Hour Week	19.0237	19.4992	19.9868	20.4865	20.9985	21.5235	22.0617

Range	H	I	J	K	L	M	N	O
691*								
24 Hour Shift	14.6839	15.0510	15.4273	15.8130	16.2083	16.6134	17.0287	17.4544
40 Hour Week	20.5574	21.0714	21.5982	22.1381	22.6915	23.2589	23.8403	24.4362
692*								
24 Hour Shift	16.1523	16.5561	16.9699	17.3943	17.8291	18.2748	18.7316	19.2000
40 Hour Week	22.6133	23.1785	23.7580	24.3520	24.9608	25.5846	26.2243	26.8800

SCHEDULE OF STANDARD PAY RANGES IN HOURLY AMOUNTS
Effective December 22, 2012 – December 20, 2013

Range	A	B	C	D	E	F	G
691*							
24 Hour Shift	12.6619	12.9784	13.3029	13.6355	13.9764	14.3258	14.6839
40 Hour Week	17.7266	18.1698	18.6240	19.0896	19.5668	20.0560	20.5575
692*							
24 Hour Shift	13.9280	14.2763	14.6332	14.9991	15.3739	15.7584	16.1522
40 Hour Week	19.4992	19.9867	20.4865	20.9986	21.5235	22.0616	22.6132

Range	H	I	J	K	L	M	N	O
691*								
24 Hour Shift	15.0510	15.4273	15.8130	16.2084	16.6135	17.0288	17.4544	17.8908
40 Hour Week	21.0714	21.5982	22.1382	22.6915	23.2588	23.8404	24.4363	25.0472
692*								
24 Hour Shift	16.5561	16.9700	17.3942	17.8292	18.2749	18.7317	19.1999	19.6800
40 Hour Week	23.1786	23.7580	24.3519	24.9608	25.5848	26.2243	26.8799	27.5520

Hourly rates in this pay range that are designated "24-Hour Shift" are for **Airport Safety** positions assigned to work 24-hour shifts with schedules based on a 27-day work period. The rates designated "40-Hour Week" are provided to accommodate the need to assign an employee in a position classification assigned to one of these ranges to a duty requiring that work be performed during a 40-hour per week schedule.

SECTION 5. A schedule of standard pay ranges established for commissioned and non-commissioned positions in the **Police Department** that are treated as non-exempt from the overtime provisions of the FLSA.

SCHEDULE OF STANDARD PAY RANGES IN HOURLY AMOUNTS
December 24, 2011 – December 21, 2012

Range	A	B	C	D	E	F	G
710	14.9835	15.3581	15.7421	16.1356	16.5390	16.9525	17.3763
711	15.8815	16.2785	16.6854	17.1026	17.5301	17.9684	18.4176
712	16.9054	17.3280	17.7612	18.2053	18.6604	19.1269	19.6051
714	18.1161	18.5690	19.0332	19.5090	19.9968	20.4967	21.0091
722	19.0770	---	---	---	---	---	---
723	19.9759	20.4753	20.9871	21.5118	22.0496	22.6009	23.1659
724	21.9461	22.4947	23.0571	23.6335	24.2243	24.8300	25.4507
725*	24.1341	24.7374	25.3558	25.9897	26.6395	27.3055	27.9881
727*	---	---	---	---	---	29.5656	30.3047

Range	H	I	J	K	L	M	N	O
710	17.8107	18.2560	18.7124	19.1802	19.6597	20.1512	20.6550	21.1713
711	18.8781	19.3500	19.8338	20.3296	20.8378	21.3588	21.8928	22.4401
712	20.0952	20.5976	21.1125	21.6403	22.1813	22.7359	23.3043	23.8869
714	21.5343	22.0727	22.6245	23.1901	23.7699	24.3641	24.9732	25.5976
722	---	---	---	---	---	---	---	---
723	23.7450	24.3387	24.9471	25.5708	26.2101	26.8653	27.5370	28.2254
724	26.0870	26.7391	27.4076	28.0928	28.7951	29.5150	30.2529	31.0092
725*	28.6878	29.4050	30.1401	30.8936	31.6660	32.4576	33.2691	34.1008
727*	31.0623	31.8390	32.6348	33.4507	34.2869	35.1441	36.0227	36.9233

*Hourly rates in this pay range are for law enforcement positions assigned to work a 42.5-hour per week schedule

SECTION 6. A schedule of standard pay ranges established for commissioned positions in the **Fire Department** in which employees are treated as non-exempt from the overtime provisions of the FLSA.

SCHEDULE OF STANDARD PAY RANGES IN HOURLY AMOUNTS
December 25, 2010 – December 23, 2011

December 23, 2014

December 23, 2014

Range	A	B	C	D	E	F	G	
821	16.2772	---	---	---	---	---	---	
824	20.5315	21.0448	21.5709	22.1102	22.6629	23.2295	23.8102	
827* 24 Hr.	16.2602	16.6667	17.0834	17.5104	17.9482	18.3969	18.8568	
827* 40 Hr.	22.7643	23.3334	23.9167	24.5146	25.1275	25.7557	26.3996	
891* 24 Hr	13.2692	13.6009	13.9409	14.2895	14.6467	15.0129	15.3882	
891* 40 Hr	18.5769	19.0413	19.5173	20.0052	20.5054	21.0180	21.5435	
892* 24 Hr	14.6653	15.0320	15.4078	15.7930	16.1878	16.5925	17.0073	
892* 40 Hr.	20.5315	21.0448	21.5709	22.1102	22.6629	23.2295	23.8102	
893* 24 Hr.	16.2602	16.6667	17.0834	17.5104	17.9482	18.3969	18.8568	
893* 40 Hr.	22.7643	23.3334	23.9167	24.5146	25.1275	25.7557	26.3996	
Range	H	I	J	K	L	M	N	O
821	---	---	---	---	---	---	---	---
824	24.4055	25.0156	25.6410	26.2820	26.9391	27.6126	28.3029	29.0104
827* 24 Hr.	19.3283	19.8115	20.3068	20.8144	21.3348	21.8682	22.4149	22.9752
827* 40 Hr.	27.0596	27.7361	28.4295	29.1402	29.8687	30.6154	31.3808	32.1653
891* 24 Hr	15.7729	16.1672	16.5714	16.9857	17.4103	17.8456	18.2917	18.7490
891* 40 Hr	22.0820	22.6341	23.2000	23.7800	24.3745	24.9838	25.6084	26.2486
892* 24 Hr	17.4325	17.8683	18.3150	18.7729	19.2422	19.7233	20.2163	20.7217
892* 40 Hr.	24.4055	25.0156	25.6410	26.2820	26.9391	27.6126	28.3029	29.0104
893* 24 Hr.	19.3283	19.8115	20.3068	20.8144	21.3348	21.8682	22.4149	22.9752

893* 40 Hr.	27.0596	27.7361	28.4295	29.1402	29.8687	30.6154	31.3808	32.1653
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SCHEDULE OF STANDARD PAY RANGES IN HOURLY AMOUNTS
December 24, 2011 – December 21, 2012

Range	A	B	C	D	E	F	G	
821	16.6841	---	---	---	---	---	---	
824	21.0448	21.5709	22.1102	22.6629	23.2295	23.8102	24.4055	
827* 24 Hr.	16.6667	17.0834	17.5104	17.9482	18.3969	18.8568	19.3283	
827* 40 Hr.	23.3334	23.9167	24.5146	25.1275	25.7557	26.3996	27.0596	
891* 24 Hr	13.6009	13.9409	14.2895	14.6467	15.0129	15.3882	15.7729	
891* 40 Hr	19.0413	19.5173	20.0052	20.5054	21.0180	21.5435	22.0820	
892* 24 Hr	15.0320	15.4078	15.7930	16.1878	16.5925	17.0073	17.4325	
892* 40 Hr.	21.0448	21.5709	22.1102	22.6629	23.2295	23.8102	24.4055	
893* 24 Hr.	16.6667	17.0834	17.5104	17.9482	18.3969	18.8568	19.3283	
893* 40 Hr.	23.3334	23.9167	24.5146	25.1275	25.7557	26.3996	27.0596	
Range	H	I	J	K	L	M	N	O
821	---	---	---	---	---	---	---	---
824	25.0156	25.6410	26.2820	26.9391	27.6126	28.3029	29.0104	29.7357
827*24 Hr.	19.8115	20.3068	20.8144	21.3348	21.8682	22.4149	22.9752	23.5496
827* 40 Hr.	27.7361	28.4295	29.1402	29.8687	30.6154	31.3808	32.1653	32.9694
891* 24 Hr	16.1672	16.5714	16.9857	17.4103	17.8456	18.2917	18.7490	19.2177
891* 40 Hr	22.6341	23.2000	23.7800	24.3745	24.9838	25.6084	26.2486	26.9048
892* 24 Hr	17.8683	18.3150	18.7729	19.2422	19.7233	20.2163	20.7217	21.2398
892 *40 Hr.	25.0156	25.6410	26.2820	26.9391	27.6126	28.3029	29.0104	29.7357
893* 24 Hr.	19.8115	20.3068	20.8144	21.3348	21.8682	22.4149	22.9752	23.5496
893* 40 Hr.	27.7361	28.4295	29.1402	29.8687	30.6154	31.3808	32.1653	32.9694

December 22, 2012 – December 20, 2013

Range	A	B	C	D	E	F	G	
821	17.1012	---	---	---	---	---	---	
824	21.5709	22.1102	22.6629	23.2295	23.8102	24.4055	25.0156	
827* 24 Hr.	16.6667	17.0834	17.5104	17.9482	18.3969	18.8568	19.3283	
827* 40 Hr.	23.3334	23.9167	24.5146	25.1275	25.7557	26.3996	27.0596	
891* 24 Hr	13.9409	14.2895	14.6467	15.0129	15.3882	15.7729	16.1672	
891* 40 Hr	19.5173	20.0052	20.5054	21.0180	21.5435	22.0820	22.6341	
892* 24 Hr	15.4078	15.7930	16.1878	16.5925	17.0073	17.4325	17.8683	
892* 40 Hr.	21.5709	22.1102	22.6629	23.2295	23.8102	24.4055	25.0156	
893* 24 Hr.	17.0834	17.5104	17.9482	18.3969	18.8568	19.3283	19.8115	
893* 40 Hr.	23.9167	24.5146	25.1275	25.7557	26.3996	27.0596	27.7361	
Range	H	I	J	K	L	M	N	O
821	---	---	---	---	---	---	---	---
824	25.6410	26.2820	26.9391	27.6126	28.3029	29.0104	29.7357	30.4791
827* 24 Hr.	20.3068	20.8144	21.3348	21.8682	22.4149	22.9752	23.5496	24.1383
827* 40 Hr.	28.4295	29.1402	29.8687	30.6154	31.3808	32.1653	32.9694	33.7937
891* 24 Hr	16.5714	16.9857	17.4103	17.8456	18.2917	18.7490	19.2177	19.6982
891* 40 Hr	23.2000	23.7800	24.3745	24.9838	25.6084	26.2486	26.9048	27.5775
892* 24 Hr	18.3150	18.7729	19.2422	19.7233	20.2163	20.7217	21.2398	21.7708
892 *40 Hr.	25.6410	26.2820	26.9391	27.6126	28.3029	29.0104	29.7357	30.4791
893* 24 Hr.	20.3068	20.8144	21.3348	21.8682	22.4149	22.9752	23.5496	24.1383
893* 40 Hr.	28.4295	29.1402	29.8687	30.6154	31.3808	32.1653	32.9694	33.7937

*Hourly rates in this pay range that are designated "24-Hour Shift" are for fire protection positions assigned to work hour shifts with schedules based on a 27-day work period. The rates designated "40-Hour Week" are provided to accommodate the need to assign an employee in a position classification assigned to one of these ranges to a duty requiring that work be performed during a 40-hour per week schedule.

SECTION 7. A schedule of standard pay ranges established for professional positions in which employees are treated as non-exempt from the overtime provisions of the FLSA.

**SCHEDULE OF STANDARD PAY RANGES IN HOURLY AMOUNTS
December 24, 2011 – December 21, 2012**

Range	A	B	C	D	E	F	G
926	19.6787	20.1707	20.6751	21.1919	21.7217	22.2645	22.8213
927	20.6787	21.1956	21.7255	22.2686	22.8253	23.3959	23.9808
928	21.7126	22.2555	22.8119	23.3822	23.9668	24.5659	25.1799
929	22.7984	23.3682	23.9524	24.5511	25.1650	25.7942	26.4390

Range	H	I	J	K	L	M	N	O
926	23.3923	23.9766	24.5760	25.1904	25.8202	26.4657	27.1273	27.8055
927	24.5804	25.1949	25.8248	26.4704	27.1322	27.8104	28.5057	29.2183
928	25.8096	26.4547	27.1161	27.7940	28.4890	29.2011	29.9311	30.6794
929	27.1000	27.7774	28.4719	29.1837	29.9134	30.6611	31.4276	32.2134

December 22, 2012 – December 20, 2013

Range	A	B	C	D	E	F	G
926	20.1706	20.6749	21.1919	21.7217	22.2647	22.8212	23.3919
927	21.1956	21.7255	22.2686	22.8254	23.3959	23.9808	24.5803
928	22.2554	22.8119	23.3822	23.9668	24.5659	25.1800	25.8094
929	23.3683	23.9524	24.5512	25.1649	25.7941	26.4391	27.0999

Range	H	I	J	K	L	M	N	O
926	23.9772	24.5760	25.1904	25.8202	26.4657	27.1273	27.8055	28.5006
927	25.1949	25.8248	26.4704	27.1322	27.8105	28.5057	29.2183	29.9488
928	26.4548	27.1161	27.7940	28.4889	29.2012	29.9312	30.6794	31.4464
929	27.7775	28.4718	29.1837	29.9133	30.6612	31.4277	32.2133	33.0187

SECTION 8. Other Provisions

- a. Unless otherwise indicated in the schedule contained in Sections 1 through 8 above, the pay ranges enumerated in said Sections shall constitute the total pay received by employees, subject to the following exceptions:
- (1) Commissioned officers of the Police Department who are required to wear uniforms while on duty will be issued a complete uniform. All uniform items issued under the uniform program shall remain the property of the City of Wichita.
 - (2) Commissioned Police Department Personnel, as well as Traffic Safety Officers, Warrant Officers, Station Clerks, and Crime Scene Investigators shall be allowed up to a maximum of \$650 in department credit or vouchers for replacement of uniforms and/or civilian attire in accordance with departmental policy. Uniformed employees may expend up to \$200 of the allowance for civilian attire each year. This provision applies below the rank of Deputy Police Chief. It does not apply to civilianized positions that are not required to be in uniform.
 - (3) All members of the Reserve Police Force may, at the discretion of the City Manager, be paid up to but not exceeding the sum of \$60.00 per year, in accordance with the clothing maintenance

and allowance program promulgated and administered by the City Manager, which program may be revised and amended.

- (4) Commissioned officers of the Fire Department who are required to wear uniforms while on duty will be paid up to but not exceeding the additional sum of \$625 in 2012 and \$650 in 2013. This provision applies to positions below the rank of Deputy Fire Chief.

Protective clothing will be furnished to such members of the Fire Department as may be designated by the Director of the Department. Protective clothing shall include bunkers, coats, boots, and any other items that the City Manager may authorize.

- (5) Uniforms may be prescribed for employees in positions whose duties bring them in frequent contact with the public. Department directors may acquire, with approval of the City Manager, uniforms within budgeted amounts.
- (6) Service Officers, Security Screeners and Security Officers in the Police Department shall be allowed up to a maximum of \$450.00 in department credit or vouchers for replacement of uniforms in accordance with Departmental Policy. No allowance shall be paid in the year of initial uniform issue or any subsequent year in which all new uniforms are issued.

The City Manager may approve an annual uniform allowance or credit vouchers up to a maximum of \$125.00 for other noncommissioned City employees required to wear a standardized uniform in the performance of their assigned duties. The allowance will vary depending upon the actual costs of replacing different kinds of uniforms and departmental policy. The City Manager shall determine which positions will require such uniforms and may revise and amend such determination at his/her discretion.

Reimbursement shall be made to eligible employees, of an amount not to exceed \$150.00, expended for safety boots that meet the specifications set by the City. The City Manager shall determine which positions are eligible and may revise and amend such determination at his/her discretion.

- (7) Commissioned officers of the Police Department who have received a degree from a four-year college or university will receive \$110.00 per month for a bachelor's degree or \$135.00 per month for a master's degree. The degree must be in Administration of Justice, a related field, or be approved the Department Director and the City Manager. These employees are not eligible for the Tuition Reimbursement program.
- (8) Commissioned members of the Fire Department shall receive education pay of \$25 per month for associate's degree or \$50.00 per month for a bachelor's degree or \$75.00 per month for a master's degree in Fire Science from a college or university accredited by an agency recognized by the Kansas Board of Regents and certified as eligible by the Human Resources Department. These employees are not eligible for the Tuition Reimbursement program.
- (9) Airport Police and Fire Officers represented by the Teamsters Union Local #795 shall receive education pay of \$50.00 per month for a bachelor's degree or \$75.00 per month for a master's degree from a college or university accredited by an agency recognized by the Kansas Board of Regents and certified as eligible by the Human Resources Department. These employees are not eligible for the Tuition Reimbursement program.
- (10) Police Department personnel who are assigned to duty requiring regular and frequent aerial flights shall be entitled to Special Duty Pay, not to exceed \$60.00 per pay period in which at least ten (10) flight hours are logged. Special Duty Pay also applies to Police Department personnel who are certified/trained and assigned to bomb duty, clandestine labs, canine or SWAT duty; they shall be compensated \$60.00 per pay period in addition to their regular pay. An employee may receive only one category of Special Duty Pay.
- (11) IAFF-represented Fire Department personnel who are certified as, and members of, the team assigned to Arson Investigation, Haz-Mat or Technical Rescue, will receive an additional \$35.00 per pay period. This provision also applies to Fire Battalion Chiefs who qualify. An employee may receive only one category of Special Duty Pay.

- (12) Airport Police and Fire Officers represented by the Teamsters Union Local #795 shall receive \$35.00 per pay period in addition to their base pay upon satisfactory completion of an accredited Emergency Medical Technician (EMT) course.
- (13) Police Officers who are assigned to Field Training Officer duty shall be entitled to an additional \$0.80 per hour while actually assigned to the training of newly commissioned officers and newly commissioned reserve police officers. This shall occur only during the training cycle or remedial training cycle established for such new officers (or such training cycle as may be approved by the Chief of Police). Police Sergeants who are assigned to a Police Field Training Sergeant duty shall be entitled to an additional \$0.70 per hour while actually assigned to supervise the training of newly commissioned officers and newly commissioned reserve police officers. This pay shall only occur during the training cycle or remedial training cycle established for such new officers (or such Training cycle as may be approved by the Chief of Police).
- (14) FOP-represented employees who opt to take and pass an annual fitness test will receive a \$100 bonus for each year in which they pass the test.
- (15) Sports Officials, if City employees, will be paid on a per game basis with pay ranging from \$18 to \$60 per game. Individual rates depend on the specific sport and/or certification level of the official.
- (16) Shift differential will be paid at a rate of \$.75 per hour for hours actually worked between 6:00 p.m. and 6:00 a.m. for full-time non-exempt employees represented by the Service Employees' International Union or by Employees' Council.

The following work time will be used to differentiate between shifts for employees in the Fire Department represented by the International Association of Fire fighters:

1 st Shift: From	4:00 a.m. to 2:59 p.m.
2 nd Shift: From	3:00 p.m. to 9:59 p.m.
3 rd Shift: From	10:00 p.m. to 3:59 a.m.

The following work time will be used to differentiate between shifts for employees represented by the Fraternal Order of Police:

1 st Shift: From	6:00 a.m.	To: 10:00 a.m.
2 nd Shift: From	10:00 a.m.	To: 5:00 p.m.
3 rd Shift: From	5:00 p.m.	To: 11:00 pm.
4 th Shift: From	11:00 p.m.	To: 6:00 a.m.

Employees represented by the Fraternal Order of Police shall receive \$0.75 per hour shift differential for 2nd, 3rd and 4th shift, in addition to regular wages.

Employees of the Fire Department represented by the International Association of Fire Fighters who work a 40 hour week will receive \$0.15 per hour differential for 2nd shift and \$0.25 per hour for 3rd shift.

- (17) An employee who is put on standby status shall be compensated at the rate of \$1.00 per hour for every hour on standby status.
- (18) Allowance for travel expenses or for the use of personally owned vehicles may be made by the City Manager; and such other expenses incurred in, and as part of, official City business as shall be authorized and approved by the City Manager.

Any subsistence furnished employees shall be deducted from the gross pay in the amount of the equivalent cash value as determined by the City Manager.

- (19) In recognition of long and faithful service the City Manager may approve longevity pay for certain employees in addition to other remuneration received. Such payments may commence upon the completion of six years total accumulative municipal employment, and continue each year

thereafter so long as an employee shall remain in the active service of the City. The payment shall be an amount not to exceed \$2.00 times the total years of service, per month, e.g., \$2.00 X 10 years of service = \$20.00 per month payment. For employees with over eleven years accumulative City employment, the payment shall be \$5.00 time the total years of service per month, e.g., \$5.00 X 12 years of service = \$60.00 per month in payment. Refer to the Memorandum of Agreement for longevity pay for Teamsters Union Local #795 (Transit) positions.

- (20) The City Manager may authorize compensation to employees serving in an acting capacity, at the pay range of such position being filled, when such acting capacity is expected to exceed four (4) weeks, or in accordance with approved Memoranda of Agreement with recognized employee organizations.
- (21) If an employee moves into a new classification because of a reclassification, or if an employee receives a pay range reduction, and if the employee's pay is more than the maximum pay in the new range, the employee's pay will be reduced to the maximum for the new pay range, or the employee may, at the discretion of the City Manager, continue to be paid at his/her current rate. Such employees may not receive further merit or cost of living increases until the pay range equals or exceeds the amount paid the employee.

If an employee moves into a higher classification due to a reclassification, and if the employee's pay falls below the minimum of the new range, the employee's pay will be increased to the minimum for the new pay range, or the employee may, at the discretion of the City Manager, continue to be paid at his/her current rate for up to six months following the reclassification.

- b. In addition to the compensation provided for above, there shall be paid to each employee coming within the provisions of the Kansas Workers' Compensation Act during any period of total disability compensable under said Act for a period not exceeding 90 consecutive calendar days from date of injury, his/her net pay less compensation payments received under the provisions of said Act.
- c. The City Manager shall certify the classification and compensation of each employee of the City of Wichita, and any change of classification or compensation of any employee.
- d. The City Manager shall formulate such rules and regulations as shall be necessary to carry out the purposes and intent of this Ordinance, and to establish equitable conditions of employment under the various departments and employees, including all available employee benefits.
- e. The Human Resources Director shall keep permanent records of the certification of classification and payment as is provided for in this Ordinance.
- f. The City Manager is authorized to adjust the scheduled pay ranges for specific positions, in an amount not to exceed 10%, to avoid inequities or address compression issues which may arise. In the event the City Manager exercises this authority to adjust the pay ranges, he/she shall make available to the City Council, upon request, information regarding such adjustment, and such adjustments shall be reflected in future general ordinances establishing position classifications and pay rates.
- g. If the City Manager of the City of Wichita should decide to create a new classification of positions and prescribe payments for such classifications, he/she shall make available a statement of the duties and responsibilities of such classification, together with the proposed compensation for such classification to the City Council upon request.
- h. The City of Wichita is hereby authorized to withhold from the salaries and wages of its employees such sums as they may designate.
- i. Any compensation granted as a bonus or one-time payment to an employee in any retirement plan will not be subject to retirement withholding nor will it be included in the final average salary of a retiring employee.
- j. Nothing in this Section shall be construed in any way to limit the administrative discretion of the City Manager to, within budgetary limits, increase or decrease pay rates of individual positions within the pay ranges prescribed for the position classifications, provided the certification is made to the Human Resources Director as provided herein.

SECTION 9. Ordinance No. 49-167 is hereby repealed.

SECTION 10. This ordinance shall take effect on December 24, 2011 and be published in the official city newspaper.

ADOPTED at Wichita, Kansas, this 27th day of March 2012.

Carl Brewer, Mayor

Attest: _____

Karen Sublett, City Clerk

Approved as to form:

Gary E. Rebenstorf, Director of Law